

DELAWARE PROFESSIONAL STANDARDS BOARD

The Townsend Building
401 Federal Street, Suite 2
Dover, Delaware 19901

Meeting Minutes

Capital School District Board Room
198 Commerce Way
Dover, DE 19904
June 4, 2015
5:00 P.M.

Members Present: Diane Albanese, Amber Augustus, Linda Brown, Jennifer Burton, Stephanie DeWitt, Nelia Dolan, Laura Glass, Cristy Greaves, Darren Guido, David Kohan, Rosaria Macera, Byron Murphy, Darlene O'Neill, Stephanie Smith and Sue Smith

Members Absent: Mary Pinkston

Others Present: Chris Kenton; PSB Executive Director, Kimberly Rodriguez; Secretary to PSB, Wendy Modzelewski; DOE, Luke Rhine; DOE, Angeline Rivello; DOE, Deb Stevens; DSEA, Lisa Stoner-Torbert; DOE

I. Opening

Call to Order: Mr. Murphy, Professional Standards Board Chair, called the meeting to Order at 5:04 p.m.

Approval of Agenda

A Motion was made to amend the order of the agenda and to move the discussion items to action items by Ms. Dolan and Seconded by Ms. Brown to approve the June 4, 2015 agenda. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

Approval of Minutes for May 7, 2015

A Motion was made by Dr. Guido and Seconded by Ms. Augustus to approve the May 7, 2015 Minutes. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

II. Public Comment

None

III. Executive Director's Report

- There will not be a PSB meeting in July
- The State Board had questions on the non-regulatory note during the presentation given by Cristy Greaves and Stephanie Dewitt at the State Board Meeting
- 1571 was presented at the State Board meeting and had no questions
- Spoke to a group of Agriculture Major Students from several different states at a presentation at Legislative Hall. Passed out a DEEDS packet giving them information on how to apply for their teaching credentials here in Delaware. Many were shocked to hear that we don't charge (Although that may soon change)
- Had our monthly meeting with the Department (Angeline Rivello and her group)
- Presentation to the Del Tech Math Coalition
- Attended a meeting regarding the Equity Plan with Christopher Ruszkowski
- Met with Cristy and Stephanie DeWitt to help them prepare for the State Board of Education presentation
- Met with Donna Johnson from the State Board of Education
- My Odyssey of the Mind team finished 24th in the world

IV. Presentation

- *A presentation was given by Jon Neubauer*
- Mr. Neubauer presented on the DE Comprehensive Induction Program
- The mentoring and induction started as a pilot program
- Work was regulated by Regulation 1503
- Provides an opportunity for LEAs to take a greater role in the development in how they want to support their new teachers locally
- Trying to reshape the vision and objectives of the program
- Trying to find a way to support the candidates and make a smooth transition into the professional world
 - a. To Empower and support LEAs to plan and implement comprehensive mentoring and induction programs
 - b. Support LEAs way to identify who they are
 - c. Measures of success on how it was impacting our schools and in the classrooms
 1. Value, Learning, Change in Skills, Effectiveness
 - d. 1200 to 1500 novice educators who are in the program for 1 to 3 years
 - e. 400 to 450 mentors
 - f. 150 to 170 lead mentors
- Local support structure
- One lead mentor per school
 - a. Provide professional development
 - b. Mentors only work with people who are in their first year
- Traditional Program Structure
 - a. Year one – one-on-one mentor
 - b. Year two – Small group PLC where they do a book study that focuses around assessment data analysis that drives the data in the classroom
 - c. Year three – 30 hours of Personal Professional Growth
- LEAs are doing their own evaluations of the programs and are taking a look at prior data and seeing some significant changes.
- Starting to see an impact on LEAs

- a. Questions were asked from Board members about the length of the grant.
 1. Each grant runs for the fiscal year and goes away at the end of the year. They are asked to put a plan for a 3 year program.
- b. Questions were asked about the submission of grants
 1. Submissions are sometimes requested by the site coordinator or someone in the district office.
- c. Questions were asked about funding for the LEAs
 1. Requirement of 2 reports are delivered to the Department of Education from each of the districts to provide what they currently spent.

V. Discussion Items

A. 1595 – Certification Program for Leader in Education

- The Executive Director commented that the Secretary of Education has concerns with some of the wording in the proposed regulation.
- Questions were noted regarding the words approve vs recommendation.
- 4.1.4 Stated that the PSB would make recommendations as to the approval of the program. It now states the PSB should recommend approval of the program. There is a difference in the language. The PSB worked with the State Board and Secretary of Education in putting the new regulation together and recognizes that the Secretary of Education has final assent.
- 4.1.5 States that the decision of the Standards Board shall be submitted to the Secretary for review and final assent to the Standards Board decision.
- Legal counsel commented that the Board needs to discuss what the intent is?
- The Executive Director wants to make sure that the Board is o.k. with changing the word approval to recommendation.
- Comments were noted that 4.1.3 states that the Secretary has the final authority to approve.
- Ms. Rivello made comments on the PSB being the final authority.
- Need to have consistent language such as approval, consent, etc.
- Ms. Rivello gave clarification on the changes.
- Legal counsel also gave clarification on what the changes meant.

VI. Action Items

A. 1559 – Skilled and Technical Science Teacher

- The Executive Director mentioned 2.0 work experiences. If you had an Associate's degree in the past you could count one year of experience towards your six years that were needed. If you had a Bachelor's degree, you could count two years of your years needed. The Department has asked if the Board could increase the years to two years for an Associate's degree and four years for a Bachelor's degree. The justification was that there was no correlation for successful teaching based on the differences. They still need six years of combined work experience and school.
- Mr. Rhine gave clarification on the regulation and what the Department has asked for. There are three groups that Mr. Rhine commented on. Each candidate would be required to have a specific amount of work experience as well as schooling to be qualified or be considered for a STS position.
- Looking for an individual to go through an apprenticeship program.

- A motion was made to change the definition of work experience to provide two years equivalent experience for an Associate's degree and four years' experience for a Bachelor's degree by Dr. Greaves and seconded by Mr. Kohan. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

4.2 Bachelor's degree

- The Executive Director commented that the Department has asked to change 4.2 Bachelor's degree from any content to any related content area.
- Concerns were asked about what is any related and who would define any related. How would this limit the field of candidates?
- Mr. Rhine commented that the Human Resources Officers would be the ones to make the decision based on the work experience and degree. The Department asked that the wording change to related.
- A motion was made to the use the word any vs. any related in 4.2 and 4.3.1.1 by Dr. Greaves and seconded by Ms. Brown. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

5.2 Teaching vs Direct Supervision

- The Executive Director commented that 5.2 requires a minimum of six year's work experience by teaching in or direct supervision of educators in an area related to the skilled and technical science specific career.
- Mr. Rhine commented that 5.1 was intended to qualify work related experience in a particular career field and 5.2 was intended to qualify teaching experience and count as related work experience.
- 5.1 – Minimum of six year's work experience in an area related to skilled technical sciences specific career area to avoid wider area.
- A motion was made in 5.1 at the end of the word work experience add as an employee or direct supervisor and to delete of educator's in 5.2 and the direct supervision of educators in 5.2 by Mr. Kohan and Seconded by Dr. Smith
- The Executive Director gave clarification on the motion that 5.1 would now read acquired a minimum of six years' experience as an employee or in direct supervision in an area related to skilled technical sciences specific career area to of which must be within the next five years or 5.2 acquire a minimum of six years' work experience by teaching in an area related to skilled and technical sciences specific career area.
- A comment was made after the motion to make changes to employee or direct supervisor by Mr. Guido.
- A motion was made by Mr. Kohan and seconded by Dr. Greaves to accept the changed motion. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

6.1 Skilled and Technical Science and 6.2 Applicants for Skilled and Technical Sciences

- The Executive Director commented they are trying to combine 6.1 and 6.2.
- In skilled or technical sciences occupations where a state license or registration is required by law, all applicants for Skilled and Technical Sciences certification, shall present a valid and current Delaware license or registration upon application for teaching credentials.
- 6.1 The applicants are applying for their teaching credentials. In the area they are applying for, they must hold the license, registration or credentials for that area by law pursuant to 14 Del. C. 12§. This spells out the different requirements they must meet in order to do it.
- The Executive Director commented that it was hard to determine the differences between 6.1 and 6.2. It appeared that they said the same thing.
- The new 6.2 clearly states that the licensure and certification must be renewed as required by law.
- Legal Counsel commented that one of changes that the PSB made to 6.2 was the removal of the career areas. When reviewing 6.1 and 6.2 with the Department, they could not determine what the difference was. 6.1 read that when you apply you must have your welder's license, standard certificate or professional license. 6.2 read that when you go to get your standard certificate, you need to have your professional license. 6.2 no longer made sense after the exception was removed. Feels that 6.1 and 6.2 needs to be combined due to redundancy.
- A motion was made that the revisions as written be approved by Dr Smith and seconded by Ms. Burton. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)
- A 2nd motion was made to move 1559 with 3 amendments to publication by Dr. Greaves and seconded by Ms. DeWitt. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

B. 1583 – School Psychologist

- The Executive Director commented on the difference between School Psychologist vs Psychologist.
- One recommendation came forward that not every NASP approved specialist program requires a master's degree on their way to their educational specialist degree. Not every approved program has a master's degree program some have a certificate of advanced studies. A suggestion was made to add the words culminating in educational specialist degree or its equivalent or a Doctoral degree in 4.1.1.
- A motion was made by Dr. Greaves to move to publication as amended by Ms. Brown and seconded by Dr. Greaves. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

VII. **PSB Standing Committee**

A. **Licensure Certification Criteria**

- The Executive Director commented that the committee met on April 3rd.
- Ms. Rivello mentioned that the committee will be meeting once a month until December.
- Chris will meet with ETS and Pearson to find out what performance assessments are available so the PSB can make a decision on the performance assessment areas that are required to take starting July 1, 2016 and what the cut scores will be.
- The committee will make recommendations on what the cut scores will be. This will affect next year's seniors.
- The Executive Director commented that there will be a new application under 1595. A group called Flex will need to send to LCCC in August for recommendations and approval. The application need to go through the same process as the DASL application. Flex is only 58 pages. Will be done in August.
- The LCCC meeting dates have been changed to the Wednesday prior to the PSB meetings starting in August.

B. **Professional Development and Associated Compensation Criteria Committee**

- None

VII. **Other**

Proposed meeting dates for 2015-2016 School Year

A motion was made by Dr. Greaves and seconded by Ms. Burton to accept the proposed meeting dates. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith)

VIII. **Public Comment**

None

IX. **Adjournment**

A motion was made by Ms. Burton and seconded by Dr. Guido to adjourn the meeting. ***The motion carried*** (15 Yes to 0 No's - Albanese, Augustus, Brown, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Smith and Smith). The meeting adjourned at 6:45 p.m.